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## President's High Growth Job Training Initiative

### *National Institute for Metalworking Skills (NIMS)*



**Grant amount:** \$1,956,700

**Leveraged amount:** \$1.72 million in cash and in-kind support from NIMS

**Grantee:** National Institute of Metalworking Skills

**Key Partners:** Association for Manufacturing Technology, American Machine Tool Distributors Association, National Tool and Manufacturing Association, Precision Machine Products Association.

**Location of Grant Activities:** Nationwide.

### **Challenge**

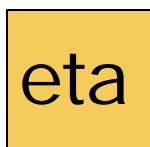
Many manufacturing apprenticeship programs currently consist of time-based (versus competency-based) on-the-job training, coupled with related theoretical instruction. These methods neither define nor quantify the skill level of apprentices in a manner that is consistent across the metalworking industry, in which jobs range from Mold Making to CNC (Computer Numerical Controlled) Specialist. Nor do they appeal to ambitious, motivated workers who can demonstrate desired competencies more quickly. The lack of consistent, competency-based metalworking training methodologies prevents the industry from developing and growing its current and potential workforce. Despite offering high-wage job opportunities with significant career advancement potential, the metalworking industry has had difficulty attracting skilled workers and training incumbent workers to advance on available career ladders.

### **Addressing the Challenge**

The goal of the NIMS project is to establish a more economical, flexible, effective, and efficient competency-based apprenticeship system and develops a credentialing system for metalworking occupations, such as Tool and Die Maker and Machinist. This competency-based apprenticeship model will facilitate the development of flexible metalworking career paths. NIMS will use the grant to develop a “competency web,” based on NIMS skills standards and the new credentialing system, in order to identify and define the competencies and advancement paths in metalworking. Additionally, NIMS will develop metalworking curriculum guides, and template apprenticeship program implementation guides for use by other industries and training providers.

### **Sustainable Impact**

NIMS' development of a competency-based metalworking apprenticeship model will allow new and incumbent metalworkers to secure credentials that are recognized throughout the industry. In this way, workers may use the apprenticeship model to enhance their career opportunities and earnings potential, and employers get the benefit of consistently high-skilled workers producing quality products.



EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR

*Advanced Manufacturing Industry  
Demonstration Grant*